

	MURFREESBORO CITY SCHOOL BOARD POLICY		
	Descriptor Term: AMERICANS WITH DISABILITIES ACT-- EMPLOYMENT	Descriptor Number: PER 43	Date Adopted: 8/08
	Revision Adopted:		

(a) It is Murfreesboro City Schools policy to comply with the provisions of the Americans with Disabilities Act (“ADA”) and regulations in providing employment.

(b) Title I (Employment Practices) of the ADA has the following core requirements:

(1) Not disqualifying disabled applicants or employees because of their inability to perform marginal or nonessential job functions.

(2) Requiring employers to demonstrate the job-relatedness and business necessity of requirements or selection criteria that tend to screen out disabled applicants.

(3) Requiring employers to make reasonable accommodation to assist disabled applicants or employees in meeting legitimate criteria.

(c) It is the policy of MCS to evaluate whether a person is disabled within the meaning of the ADA on an individual, case-by-case basis applying statutory, regulatory and case law. Because of the complex analysis which may be necessary to make this determination, employees should involve the Human Resources Director, Special Education Supervisor or City Attorney before basing any action or decision about the ADA status of an employee or applicant for employment. It is also the policy of MCS to engage in interactive decision making if an employee or applicant for employment asks for accommodation of a disability. Because of the nature of an interactive process and the various options which may arise, employees should consult with the Human Resources Director, Special Education Supervisor or City Attorney before taking any action to grant, modify or deny any request for an accommodation.

